

2025

OEO SUMMIT & COMMUNITY IMPACT AWARDS



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
EQUAL OPPORTUNITY

THURSDAY, JUNE 26, 2025 | 9:30 AM - 1:30 PM

CLEVELAND CITY HALL ROTUNDA

"BUILDING BEYOND BARRIERS"

PRESENTED BY THE CITY OF CLEVELAND | OFFICE OF EQUAL OPPORTUNITY



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2025

OEO SUMMIT

&

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PROGRAM AGENDA

CLEVELAND CITY HALL ROTUNDA

THURSDAY, JUNE 26, 2025 | 9:30 AM - 1:30 PM

9:30 am - 9:50 am - Participants Check-In & Networking Breakfast

10:00 am - 10:15 am - Welcome Remarks

10:15 am - 10:45 am - CBO Report Out & Update

10:45 am - 12:00 pm - Panel Discussion:

Maximizing Impact Through Community Benefit Agreements

12:00 pm - 12:30 pm - Lunch

12:30 pm - 1:15 pm - OEO Community Impact Awards Ceremony

1:15 pm - 1:30 pm - Closing Remarks

WELCOME MESSAGE FROM DIRECTOR TYSON MITCHELL



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
EQUAL OPPORTUNITY

Welcome to the 2025 OEO Summit & Community Impact Awards— a day dedicated to progress, partnership, and purpose.

This event reflects the collective effort of a city committed to doing development differently. The Office of Equal Opportunity (OEO) exists to ensure that public investment yields meaningful outcomes for Clevelanders—especially those who have historically been excluded from economic opportunities. Through the Community Benefits Ordinance, we are turning that mission into measurable results.

Today, you'll hear real stories of impact, gain insight into how our policies are being put into practice, and celebrate the people and organizations helping us push this work forward. From diverse contractors and developers to resource partners and workforce advocates, this network represents the strength of what we're building together.

As the director of OEO, I'm proud of the progress we've made—but I'm even more inspired by what's ahead. Thank you for being here, for being engaged, and for being part of a movement that is not just breaking barriers—but building beyond them.

Tyson Mitchell

Director, Office of Equal Opportunity
City of Cleveland



Tyson Mitchell
Director, OEO



WELCOME MESSAGE FROM ASSISTANT DIRECTOR MICHAEL CURRY



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
EQUAL OPPORTUNITY

Welcome to the 2025 OEO Summit & Community Impact Awards—

A showcase for the measurable progress the City has made in executing Cleveland's Community Benefits Ordinance and an opportunity to recognize the individuals and organizations who have helped make that progress possible. Our hope is that this event will provide transparency regarding the City's implementation of the Community Benefits Ordinance while also elevating stories of positive community impact arising out of those efforts.

As Assistant Director of the Office of Equal Opportunity, I have the privilege of leading the review and compliance efforts that help transform the city's policies into positive outcomes for our community. I have witnessed firsthand the level of dedication it takes from our many partners - our developers, our business owners, our community partners, and our City departments - to take the mission of more equitable development from concept to execution. This event is an opportunity to formally appreciate that work, and to recognize the efforts of those who have gone above and beyond to make this ordinance a success.

While today is a celebration, it also serves as a reminder of the collective commitment required to sustain meaningful change. I hope you leave this summit informed, inspired, and motivated to continue the work of building a stronger, more inclusive Cleveland.

Michael Curry

Assistant Director
Office of Equal Opportunity
City of Cleveland



Michael Curry
Assistant Director, OEO



WELCOME MESSAGE FROM COUNCIL PRESIDENT BLAINE GRIFFIN



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
EQUAL OPPORTUNITY

Greetings:

It is my honor to welcome you to the 2025 OEO Summit & Community Impact Awards. This gathering marks a powerful moment for our city—a time to reflect on the meaningful progress we've made through the Community Benefits Ordinance (CBO) and to celebrate the individuals and organizations who are helping to build a stronger, more connected Cleveland.

The work of the Office of Equal Opportunity is crucial to ensuring that every investment in our city benefits local businesses, strengthens our neighborhoods, and provides genuine pathways to participation for Clevelanders. The impact of this work cannot be overstated—it touches lives, opens doors, and drives measurable progress across our communities.

Today, we honor those who go beyond expectations, break down barriers, and lead with purpose. Whether you're here as a developer, business owner, partner, or resident, your role in this shared effort is vital. I encourage you to take full advantage of the information, connections, and inspiration that this event has to offer.

Thank you for being part of this important day, and for your ongoing commitment to a Cleveland where opportunity is real and accessible for all.

With gratitude,

Blaine A. Griffin

Council President
Cleveland City Council



Blaine Griffin
Council President



MAXIMIZING IMPACT THROUGH COMMUNITY BENEFIT AGREEMENTS



CITY OF CLEVELAND
Mayor Justin M. Bibb

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EQUAL OPPORTUNITY

The "Maximizing Impact Through Community Benefit Agreements" panel is a key part of the OEO Summit, aimed at educating stakeholders on equitable development. It unites developers, contractors, subcontractors, workforce partners, and community members to share experiences and best practices from the two years of implementing Community Benefit Agreements (CBAs). The panel equips attendees to navigate CBAs effectively and highlights the benefits of intentional collaboration for improving outcomes for Cleveland's residents and neighborhoods.

PANELISTS



Andre Bryan

*APB & Associates, Inc.
Moderator*

Andre Bryan is the President of APB & Associates, Inc., a management consulting firm focused on construction, manufacturing, and technology. With over 25 years of experience, including service as a decorated U.S. Marine Corps Officer, he leads APB in representing owners in large construction projects, managing complex initiatives, integrating emerging technologies, and implementing quality management systems.



Neil Weiss

The Cleveland Guardians

Neil Weiss is a C-suite executive with 30 years of experience in various industries, including management consulting, technology startups, retail, and sports. His career focuses on effectively delivering products, technologies, and experiences to customers in profitable and measurable ways.



Mary Reid

Independence Construction

Mary Reid has nearly 20 years of experience in risk management in the construction industry, serving as general counsel for large commercial contractors. She ensures compliance with laws and managing risks related to contracts and claims, collaborating with various stakeholders. Her expertise includes corporate recordkeeping, litigation management, contract negotiation, claim management, and employment issues. Prior to her current position at Independence Construction, she worked at Donley's, Inc..



MAXIMIZING IMPACT THROUGH COMMUNITY BENEFIT AGREEMENTS



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PANELISTS



Angela Bennett, ESQ

*Frontline
Development Group*

Angela Bennett, ESQ is a real estate developer, attorney, and community builder focused on revitalizing underserved neighborhoods. As co-founder of Frontline Development Group, LLC, she transforms vacant properties into community assets, promoting ownership and generational wealth. Using Community Benefit Agreements, she ensures equitable development. With a background in law, public policy, and advocacy, she emphasizes community voice and long-term impact. Committed to supporting minority- and women-owned businesses, she aims to create culturally reflective developments. Angela holds a BA, JD, and MBA from Case Western Reserve University.



Renee Timberlake

*Built Environment
Collaborative*

Renée Timberlake is dedicated to creating pathways out of poverty by connecting employers with talent and individuals seeking family-sustaining careers. As the Director of the Built Environment Collaborative at Greater Cleveland Works and a PhD student at Case Western Reserve University, she coordinates 19 partners to promote inclusivity and opportunities in Cleveland's workforce. Her work focuses on economic and racial equity and fostering successful partnerships for systemic change.



Glen Shumate

CEA, CAA

Glen Shumate has over 25 years of leadership experience in program development, marketing, communications, and diversity & inclusion. For the past decade, he has focused on the construction industry, developing initiatives like the Construction Management Academy Program, Business Mentor Protégé programs, and advocating for workforce and legislative affairs.



LUNCH PROVIDED BY



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
EQUAL OPPORTUNITY

We extend our gratitude to our local food vendors for supplying today's lunch. These vendors are small, locally owned businesses dedicated to serving the Greater Cleveland area.

Click each logo to visit the vendors website.



COMMUNITY IMPACT AWARDS



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
EQUAL OPPORTUNITY

A Message of Gratitude and Recognition to Mayor Justin M. Bibb

Presented by The Mayor's Office of Equal Opportunity

It is with profound respect and sincere appreciation that the Mayor's Office of Equal Opportunity presents the Community Impact Award to Mayor Justin M. Bibb. This honor reflects the significant and lasting contributions made under his leadership during a transformative first term as Mayor of the City of Cleveland.

Mayor Bibb's unwavering commitment to driving meaningful progress has served as the foundation upon which the Community Benefits Ordinance (CBO) has grown into a national model for values-driven development. Under his guidance, the City of Cleveland has advanced a vision of growth that ensures public investments lead to measurable improvements in the lives of its residents and the strength of its neighborhoods.

Through his leadership, the Mayor's Office of Equal Opportunity has been empowered to implement bold, systems-level change. His support has enabled the execution of over 30 Community Benefits Agreements, totaling nearly \$1 billion in projected development, and has channeled millions toward locally certified firms and workforce initiatives that create long-term economic opportunities.

This award also reflects Mayor Bibb's belief that government should be both innovative and accessible—that policy should not only be well-intentioned but measurable, accountable, and deeply rooted in community impact. His administration's support for initiatives such as Blueprint CLE and the Community Benefits Resource Expos has expanded access for small businesses, residents, and contractors alike, further advancing Cleveland's inclusive economic future.

On behalf of our staff, our partners, and the communities we serve, we extend our heartfelt congratulations to Mayor Bibb. His leadership continues to shape a stronger, more connected Cleveland—one where opportunity is expanded, voices are heard, and meaningful progress is made.

With Gratitude,

**The Mayor's Office of Equal Opportunity
City of Cleveland**



Mayor Justin M. Bibb
City of Cleveland



COMMUNITY IMPACT AWARDS



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
EQUAL OPPORTUNITY

The Community Impact Awards are a vital centerpiece of the OEO Summit, designed to celebrate the individuals, businesses, and organizations whose exceptional contributions have advanced the mission of equitable development in the City of Cleveland. Recognizing leaders across categories such as MBE, FBE, CSB, Developer, General Contractor, and Community Partner of the Year, as well as internal and external Impact Champions, this ceremony is more than symbolic—it is a powerful, public affirmation of excellence, partnership, and measurable progress.

**Celebrating exceptional individuals and organizations for their work
with OEO and CBA initiatives.**

Award Categories & Nominees:

MBE of the Year :

- Next Generation Construction
- Gateway Electric



FBE of the Year

- R.L. Cole
- Frontline Development Group



CSB of the Year

- Cook Paving
- Down to Earth Landscaping



COMMUNITY IMPACT AWARDS



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**Celebrating exceptional individuals and organizations for their work
with OEO and CBA initiatives.**

Award Categories & Nominees:

Community Impact Partner of the Year (Organization)

- CHN
- Built Environment/ Greater Cleveland Works



Developer of the Year

- Brenda Glass
- May Dugan



General Contractor of the Year

- The AKA Team
- Gilbane



COMMUNITY IMPACT AWARDS



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**Celebrating exceptional individuals and organizations
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Award Categories & Nominees:

Civic Impact Leader of the Year

- **Jenice Contreras** - Northeast Ohio Hispanic Business Center
- **Robin Holmes & Daniel Widder** - CHN Housing Partners



Community Impact Trailblazer of the Year

- **Renee Timberlake** - Director, Built Environment Collaborative
- **Councilwoman Jasmin Santana** - Ward 14



***Thank you to all the nominees, award recipients, and attendees this year.
Your hard work and commitment to your profession and community are evident, and we
are privileged to witness the transformative efforts and economic contributions you
consistently pursue in Greater Cleveland.***



COMMUNITY BENEFITS IMPACT REPORT



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
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CITY OF CLEVELAND

Mayor Justin M. Bibb

**MAYOR'S OFFICE OF
EQUAL OPPORTUNITY**

COMMUNITY BENEFITS IMPACT REPORT 2023-JUNE 2025

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LAST REVISED - JUNE 2025

**[Click here to access the
OEO Community Benefits Impact Report 2023 - June 2025](#)**



SPECIAL THANKS



CITY OF CLEVELAND
Mayor Justin M. Bibb

MAYOR'S OFFICE OF
EQUAL OPPORTUNITY

Special Thanks to Our Sponsor:



CITY OF CLEVELAND

Mayor Justin M. Bibb

COMMUNITY RELATIONS

Special Thanks to Our Partners:



Special Thanks to Barbara Yohey
City of Cleveland, Mayor's Office of Equal Opportunity,
Compliance Officer

Thank you to the Office of Equal Opportunity Staff
& Planning Team

JOIN THE CONVERSATION

#BuildingBeyondBarriers

#OEOSUMMIT

WI-FI: Cleveland Public (no password required)





CITY OF CLEVELAND
Mayor Justin M. Bibb

**MAYOR'S OFFICE OF
EQUAL OPPORTUNITY**

THE MAYOR'S OFFICE OF EQUAL OPPORTUNITY (OEO)

Is responsible for the administration, monitoring, and enforcement of the City's minority, small, and female-owned business programs. The OEO also oversees new programs that support smaller, local businesses, along with the Fannie M. Lewis Cleveland Resident Employment Law programs; and prevailing wage compliance.

OUR MISSION

...To advance equal economic benefit for all Clevelanders by ensuring compliance with contractor goals and requirements, by providing development and support activity for target groups, and through overall advocacy, with a commitment to excellent public service.

**The City of Cleveland Office of Equal Opportunity
fosters sustainable economic growth while showcasing individuals
making a meaningful difference across Greater Cleveland.**

For more information, visit www.clevelandohio.gov

